

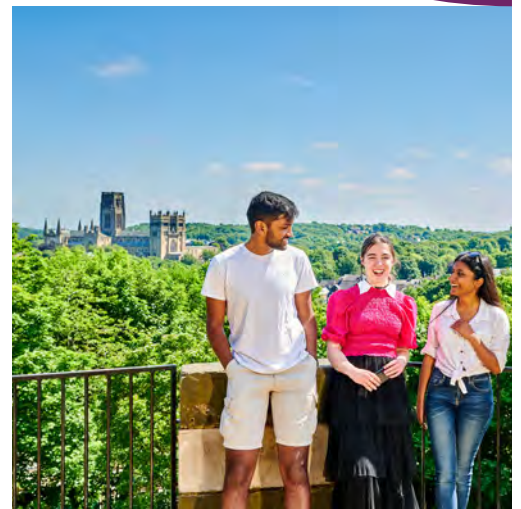
Appointment of The Director of Estates Operations

June 2024



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Message from the Interim Director Estates and Facilities

Dear Candidate

Thank you for your interest in leading the Estates Operations team at Durham University.

Durham is one of the most distinctive universities in the world, a globally outstanding centre of teaching and research excellence, a collegiate community of exceptional and committed people, in a unique and historic setting.

Our Strategy, 2017-2027 (refreshed during 2023), sets out ambitious goals to deliver world-class research, education and wider student experience. To deliver the Strategy, the University needs a world-class estate – and major investments are planned, in new departmental space, teaching space, residential accommodation and student facilities, and in improving the condition of the existing estate.

The Strategy is supported by a number of enabling strategies, one of which is focussed on Estates and Accommodation. The goals of this enabling strategy are to:

- Provide the infrastructure required to deliver the University Strategy and projected changes to our profile of students and associated staffing.
- Accommodate 40-45% of students in university-provided accommodation that is tailored to the expectations of students we are seeking to attract, working with private providers and maximising scale economies of existing colleges.
- Deliver high quality new and refurbished academic buildings that provide work class environments for delivering education and research.
- Provide new infrastructure for the experimental sciences that will facilitate enhanced research performance, including equipment.
- Ensure the estate delivers:
 - > High standards of health and safety
 - > An inclusive estate
 - > Our sustainability ambition statement
- Support changing working patterns and ensure more efficient use of existing space.



We are looking to appoint an inspiring Director of Estates Operations who can celebrate our strengths and achievements, and continue forging an ambitious path forward.

The Director of Estates Operations is a member of the Estates and Facilities Directorate Senior Leadership Team, and as such will play an important role in the management of the Directorate. They will be an advocate for the positive contribution the Estates and Facilities teams make to the University and wider-community, will share our values and have the ability to engender a diverse, inclusive and respectful environment and influence and maintain positive relationships with all of our key stakeholders.

The Director of Estates Operations will have responsibility for driving improvements in the performance of the University's diverse and unique estate portfolio and will be the University's professional lead in all matters relating to Estates Operations, playing a lead role in ensuring that the existing University estate is managed effectively to support the university's strategic aims and ensuring students, staff and visitors of the University enjoy an excellence experience. They will take a lead on a number of strategic developments including the Strategic Asset Management Plan, Decarbonisation Strategy and Digital Campus.

The Director of Estates Operations will work collaboratively with teams across the Estate and Facilities portfolio, members of the wider University leadership and management team, and with external partners. They will provide effective leadership, direction and management of the Estates Operations team of 112 staff including property assets and space management, building and engineering maintenance, Health and Safety (Estates and Facilities), energy and sustainability and maintenance services and is accountable for an annual revenue budget of £18m.

This is an exciting time to join the University and we look forward to discussing the post further with you.

Phil Marsh,
Interim Director Estates and Facilities

Specific information for the Directorate and this role

- **Estates Operations revenue budget of circa £18m**
- **112 staff**
- **333 buildings**
- **408,045.57sqm**

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Durham University

We are a high-performing Russell Group university and believe that inspiring our staff and students to do outstanding things at Durham enables them to do outstanding things in the world.

We conduct research that empowers, inspires and improves lives across the world. We challenge our students and value a Wider Student Experience that fosters participation and leadership at Durham and beyond. Our global alumni network – showing leadership in all forms of industry and human endeavour around the world – is deeply committed to the University’s advancement.

As we continue to grow, we attract students and staff from a diversity of geographies and backgrounds to our historic part of the world. We contribute to the success of the proud city, county and community that is Durham itself.

Our Purpose

We enrich lives and change the world through the advancement of learning. We achieve this by:

- Inspiring and supporting staff and students to create and translate knowledge and enhance understanding, locally and globally.
- Promoting inclusivity, civic responsibility, sustainability, social well-being and prosperity for the benefit of present and future generations.

Our Core Lived Values

Inspiring By stimulating an instinct to challenge, encouraging innovative thinking and taking our responsibilities seriously, we foster a culture that inspires the extraordinary.

Inclusivity - Together we celebrate difference, value one another, and are each responsible for creating an inclusive community that is respectful and fair for all.

Integrity - We are open, honest, ethical, lead and manage by example and follow through on our commitments.

Collaboration - We listen to each other, disagree well, with a commitment to academic freedom, are compassionate, and work as a team to achieve our goals.

Commitment to Excellence - We strive for the highest standards of achievement in everything we do with an enthusiasm to learn, succeed, and flourish.

Citizenship - We develop well-rounded people who make a positive difference to local, national, and international communities and change the world.



Vision and strategic goals

Our University Strategy 2017-2027 ensures that Durham is better defined thematically and geographically and more visible globally, focused on being world-leading in all of our core areas and developing a stronger and sustainable business model. We aim to be an influential voice in national and international affairs and be widely recognised for our ability to combine innovation and leadership with a strong sense of community and heritage.



Our University Strategy Refreshed

Our 2017-2027 Strategy is built on the three pillars of research, education and our wider student experience, but also on our keen sense of community and of inspiring others to achieve their potential.

Since the launch of the strategy there has been significant change in the external environment and reaching the midway point in 2023 provided an opportunity to review our progress, celebrate our achievements and refresh our priorities. Three key business imperatives prompted the review of our Strategy:

- A critical and continued need to ensure long-term financial sustainability following national and global changes outside our control: Brexit, Covid-19 and the war in Ukraine, the inflationary erosion of the value of the static home undergraduate fee and commodity price inflation.
- The further development and embedding of a culture of equity and inclusion across all our activities, from student access to degrees, staff employment and working practices, to engagement with the economy and people of our region. Our inclusive culture of shared responsibility, fairness and trust will inform decisions that also ensure our financial sustainability.
- The need to maintain and enhance our reputation for global excellence in education and research.

Our refreshed University Strategy is our roadmap up until 2027.

Our core goals remain unchanged, which are to deliver:

- World-leading and world-changing research and engagement across all core academic departments and institutes
- Education that is challenging, enabling, research-led and transformative.
- A transformative wider student experience delivering long-lasting benefits for graduates and society

Our Finance Strategy is critical to the success of our refreshed Strategy. We will organise our finances to enable the realisation of our strategic goals on a financially sustainable basis.

Strategies have been developed for new priority areas, which are: Equality, Diversity and Inclusion; Sustainability; and Civic and Regional Partnership.

We have also strengthened our original focus on the key areas of: Research performance, including income and impact; Business engagement; Widening access; Skills for a changing world; Student wellbeing; Digital; and Donor, alumni and supporter development.

See here for our full refreshed Strategy: [PDFs and Documents - Durham University](#)

Key Numbers

89th

World Top 100 ranked joint
89th in the QS World University
Rankings 2025

22

Athena Swan awards

90%

of graduates find work or
further study within six months
of graduating

7th

in The Complete University
Guide 2025

7th

in The Times and Sunday Times
Good University Guide 2024

7th

in The Guardian University
Guide 2024

Over
22,000
students

Over
185,000
alumni

Over
£450m
income

£85m
in research awards 2022-23

33%
non-UK students

4,300
staff members

3

County Durham and North East England

Durham sits in one of the most beautiful parts of the UK.

Located just a three-hour train journey north of London, and an hour and a half south of Edinburgh, and well served by the nearby Newcastle International Airport, County Durham is rich in history and natural beauty.

North East England's landmarks span millennia, from historical Roman and Norman World Heritage Sites such as Hadrian's Wall and Durham Cathedral and Castle to award-winning contemporary icons such as Antony Gormley's Angel of the North. There are 15 National Nature Reserves in the region and over 250 Sites of Special Scientific Interest. There are more castles of distinction open to the public than in any other English region and numerous splendid country houses and gardens.

The Durham Dales, incorporating Teesdale, Weardale and the North Pennines Area of Outstanding Natural Beauty, are home to breath-taking scenery and fascinating attractions. These include The Bowes Museum, a magnificent French-style chateau housing an impressive collection of European and fine arts; medieval Raby Castle, home to Lord Barnard's family since 1626; High Force - one of England's largest waterfalls; and Durham's Heritage Coast with its beaches, rugged cliffs and imposing headlands, another area of outstanding beauty. There are also excellent cultural and sporting facilities to enjoy, including the multi-award-winning Kynren - an epic tale of England; the world's most northerly Test Match cricket ground at Emirates Riverside; and Beamish - The Living Museum of the North.

Please visit www.visitcountydurham.org to find out more about the many attractions and benefits of living in the Durham area.



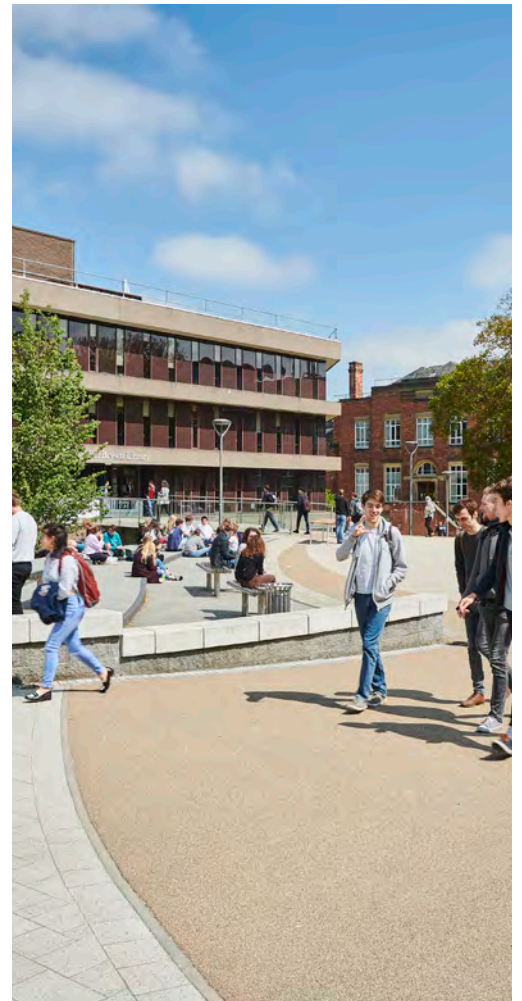


Durham University Estates

Our Estates and Accommodation enabling strategy supports the overarching University Strategy (2017-27).

What we are already doing well:

- We have opened a new £42m Mathematical Sciences and Computer Science building providing a world-class research facility.
- Our new £40m state-of-the-art Teaching and Learning Centre has increased teaching space with new technologies.
- The £31.8m redevelopment of Maiden Castle, our Sports and Wellbeing Park, greatly improves our wider student experience offering.
- We have opened South College and have relocated John Snow and Stephenson Colleges from Queen's Campus.
- We have repurposed Queen's Campus into our International Study Centre offering International Foundation Year and pre-Masters study opportunities.
- We have relocated Ustinov College to Sheraton Park, providing high-quality, managed student accommodation.
- We have purchased a new signature building in Durham city centre. The Waterside will be home for our Business School.
- We have refurbished our space for Psychology.
- We have purchased Boldon House, just outside Durham city centre, to develop a modern office space for some of our professional services staff.
- We are implementing a project to upgrade our existing buildings to new Building Management System software and hardware.





Durham University Estates

We will:

- Establish the Waterside as our Business School by the 2024/25 academic year.
- Develop a vision for a new cultural quarter on the old Durham swimming baths site.
- Develop a new research and laboratory facility at our Upper Mountjoy site for interdisciplinary science. This will provide a new infrastructure for the experimental sciences that will facilitate enhanced research performance.
- Continue to refurbish student accommodation in our Colleges to house more of our students (40-45 per cent) in University-managed accommodation.
- Review the options for the development of the Leazes Road site.
- Support our strategy for widening participation by offering accommodation at a greater range of prices.
- Preserve our heritage, ensuring our estate developments are aligned with world heritage requirements using grants and donor contributions where possible.
- Develop our newly-purchased Boldon House, just outside Durham city centre, as a professional services hub. This will support new and flexible ways of working in a modern, sustainable office space.
- Deliver on the first phase of our new Net Zero strategy.



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The Director of Estates Operations

Overview

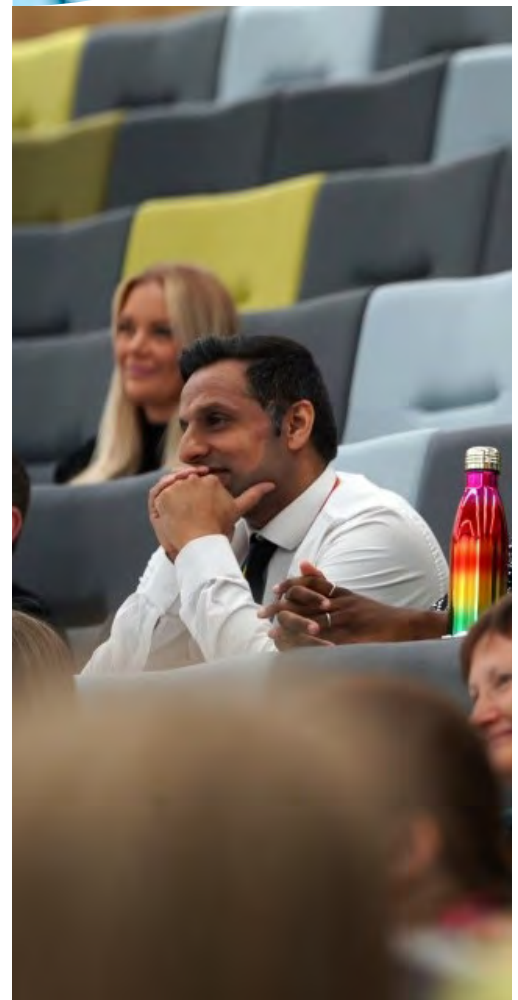
Department:	Estates and Facilities
Grade:	Grade 10
Salary range:	Competitive salary and benefits (based on experience)
Working arrangements:	<p>Permanent Nominal 35 hours per week</p> <p>Hybrid working (minimum of two days per week onsite, subject to business demands)</p> <p>There may be a requirement to work evenings and weekends, as business demands.</p> <p>There may be a requirement for the post-holder to participate in local on-call arrangements, as relevant to this role. In addition, there may be a requirement for the post-holder to participate in the University Silver (Tactical) on-call rota arrangements for major incidents.</p>
Closing date:	Thursday 12th September

The University

At Durham University we are proud of our people. A globally outstanding centre of educational excellence, a collegiate community of extraordinary people, a unique and historic setting – Durham is a university like no other. We believe that inspiring our people to do outstanding things at Durham enables Durham people to do outstanding things professionally and personally.

Across the University we have a huge variety of roles and career opportunities, which together make us a large and successful community, which is a key hub of activity within our region and nationally. We would be thrilled if you would consider joining our thriving University.

Further information about the University can be found [here](#).



The Role and Department

The Director of Estates Operations is a senior leadership and management role within the Estates and Facilities directorate, having responsibility for driving improvements in the performance of the University's diverse and unique estate portfolio.

The role will provide effective leadership, direction, and management of the Estates Operations team of 112 staff including property assets and space management, building and engineering maintenance, Health, and Safety (Estates and Facilities), energy and sustainability and maintenance services and is accountable for an annual revenue budget of £18m.

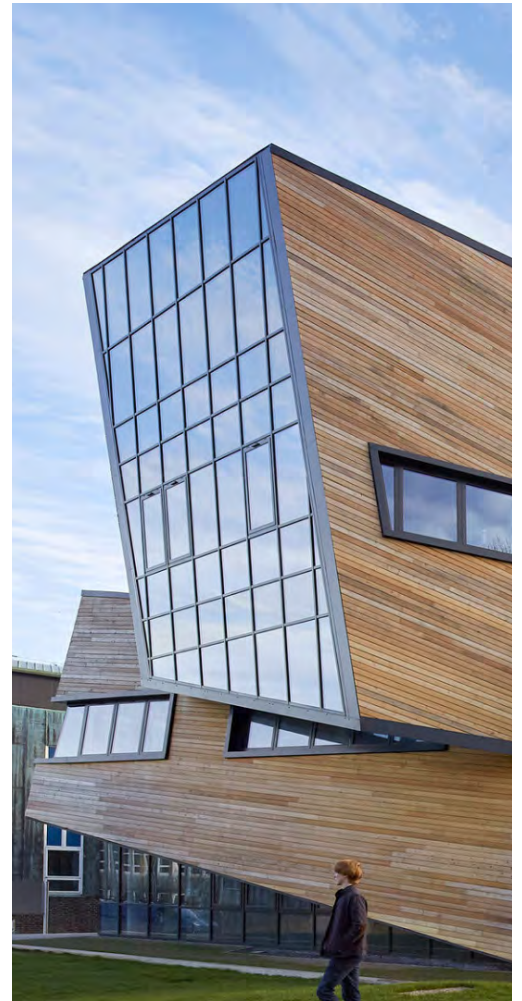
This role is the University's professional lead in all matters relating to Estates Operations and will play a lead role in ensuring that the existing University estate is managed effectively to support the university's strategic aims and ensuring students, staff and visitors of the University enjoy an excellence experience.

The role will play a lead role on a number of strategic developments including the Strategic Asset Management Plan, Decarbonisation Strategy and Digital Campus.

The role will work collaboratively with teams across the Estate and Facilities portfolio, members of the wider University leadership and management team and with external partners.

The Estates and Facilities Directorate provides essential services to Durham University and is responsible for managing, maintaining and developing the infrastructure and building fabric of the various campuses.

Further information about the role and the responsibilities is at the bottom of this job description.



Working at Durham

A competitive salary is only one part of the many fantastic benefits you will receive if you join the University: you will also receive access to the following fantastic benefits:

- 30 days annual leave, in addition to 8 public holidays and 4 customary days per year (a total of 42 days per year).
- The University closes between Christmas and New Year.
- We offer a generous pension scheme, as a new member of staff you will be automatically enrolled into the University Superannuation Scheme (USS).
- No matter how you travel to work, we have you covered. We have parking across campus, a cycle to work scheme which helps you to buy a bike and discount with local bus and train companies.
- There is a genuine commitment to developing our colleagues professionally and personally. There is a comprehensive range of development courses, apprenticeships and access to qualifications and routes to develop your career in the University. All staff have dedicated annual time to concentrate on their personal development opportunities.
- Lots of support for health and wellbeing, including discounted membership for our state-of-the-art sport and gym facilities and access to a 24/7 Employee Assistance Programme.
- Onsite nursery is available and children's clubs in the summer holidays.
- Family friendly policies, including maternity and adoption leave, which are among the most generous in the higher education sector (and likely above and beyond many employers).
- The opportunity to take part in staff volunteering activities to make a difference in the local community.
- Discounts are available via our benefits portal, including money off at supermarkets, high street retailers, IT products such as Apple, the cinema, and days out at various attractions.
- A salary sacrifice scheme is also available, to help you take advantage of tax savings on benefits.
- If you are moving to Durham, we can help with removal costs and we have a dedicated team who can help you with the practicalities such as house hunting and schools. If you need a visa, we cover most visa costs and offer an interest free loan scheme to pay for dependant visas.





What you need to demonstrate when you apply/ Person Specification

When you apply it is important that you let us know what skills/experience you have from a similar role and/or what skills/experience you have which would make you right for this role. Further information about the role and responsibilities is at the end of this job description.

Your application should cover the following criteria:

Essential Criteria

Qualifications/Experience

1. Excellent oral and written communication skills and the ability to develop effective working relationships, both internally and externally.
2. Strong interpersonal skills including motivational, negotiating, influencing, and networking nationally and internationally.
3. Excellent digital competence with experience in using core digital tools including internet, email, digital communication tools, Microsoft 365 applications, digital booking system, project planning, financial systems, recruitment tools, auditing tools, eLearning authoring tools.
4. Educated to degree level in a relevant discipline (or substantial, equivalent experience).
5. Professional practitioner with specialist knowledge and expertise used to influence events and activities within the organisation.
6. Continuing professional development required to maintain professional recognition.
7. Extensive experience of operating at a strategic/expert level for a sustained period of time.
8. Awareness and understanding of the activities, objectives, and strategic direction of the university, both current and future.
9. Well-developed knowledge of systems/services for own area and across functions and how they relate to the University Strategy.
10. Breadth of vision gained from extensive experience in field of expertise.
11. Ability to contribute to planning at operational and strategic levels.
12. Ability to anticipate change due to changes in the economic, social, and governmental and/or technological environment.
13. Experience of developing innovative solutions and practical implementations for strategic change.
14. Extensive knowledge and experience of ensuring compliance with regulatory and organisational policy and guidelines.
15. Experience of managing and controlling substantial budget/resources/funding and an understanding of financial management procedures.
16. Well-developed understanding of regulations and procedures and the implications of non-compliance on other staff.
17. Experience of being able to network effectively and develop strong and productive working relationships, to influence perceptions of the University.
18. Demonstrable ability to provide specialist advice and influence others at operational at strategic levels.
19. Track record of cross-functional management and development experience and/or an enhanced management qualification applied across a large service team or teams.



Typical Role Requirements

Service Delivery

- Uphold the stated values of Durham University.
- Ensure compliance with statutory obligations.
- Provide professional and strategic leadership for significant areas of the organisation with accountability for the development of business plans and outputs.
- Have a substantial impact on functional direction, strategy, and objectives.
- Lead strategic planning and influence the development of functional goals.
- Lead, direct, and manage the interrelationship of a team of managers and/or highly qualified professionals across a major area of activity of strategic importance to the University.
- Lead reviews and feasibility studies for the change of existing and the development of new functional areas of activity.
- Review and address performance and make a significant impact upon longer-term direction, strategy, and objectives, advising the university executive where appropriate.
- Initiate and lead, through appropriate consultation and negotiations, organisational changes to tackle major new issues and situations.
- Develop functional workforce plans and identify talent priorities to ensure the recruitment and retention of highly competent and professional staff.
- Lead internal and external business meetings, working groups and committees at functional or strategic service level to influence governance, organisational policy and standards for the service.
- Accountable for significant budget responsibility across a large area of operation.
- Influence and shape the available resources as appropriate to meet the current and future needs of the University.
- Deputise for more senior manager, where required.



Typical Role Requirements

Analysis and Reporting

- Identify ways of improving efficiency and effectiveness and promote improvements in value for money.
- Monitor performance within area of responsibility and drive through improvements linked to industry best practice.
- Review performance over time in the area of responsibility and identify areas of improvement.
- Provide details on the overall status of the Estates Operations programme, to highlight any risk or benefits analysis, and report on any major deviations from agreed plans.
- Provide management reports to the Director of Estates and Facilities, and other senior colleagues.

Planning and Organising

- Develop and lead the implementation of strategies and plans for the area of responsibility, which support and take forward the university strategy.
- Lead the development and delivery of functional/divisional strategy and policy.
- With the support of external suppliers, create option appraisals and feasibility analysis of schemes of work, through collaboration with stakeholders.
- Lead on, and deliver, major projects and initiatives which have significant resources and strategic impact.
- Produce forward plans over a significant timescale (typically one to three years), including establishing functional or service priorities.
- Contribute to the University's risk management, business continuity, and health and safety procedures.

Finance/Resource Management

- Undertake the forecasting and ensure financial plans are developed and that services operate effectively within budget for the area of responsibility.
- Review, assess and consider all resource efficiency opportunities across Estates Operations, recommending and/or implementing changes, as appropriate.
- Contribute to the production of accurate and meaningful management information, to inform strategic decision-making.

Useful links

Please note that in submitting your application Durham University will be processing your data. We would ask you to consider the relevant [University Privacy Statement](#), which provides information on the collation, storing and use of data.

When appointing to this role the University must ensure that it meets any applicable immigration requirements, including salary thresholds which are applicable to some visas.



Typical Role Requirements

Customer Service and Liaison

- Liaise and work with senior colleagues from all areas of the university, with committees and external bodies, providing high level advice.
- Chair, manage and attend various committees and meetings, as required.
- Represent the University externally in sector groups and committees through consultation and negotiation where required.
- Negotiate with internal and external colleagues, gaining support and buy in for initiatives from key stakeholders.
- Develop working relationships with professional colleagues in Finance, Legal, IT and Procurement.
- Contribute to the University's Masterplan Strategy underpinning the wider-University Strategy.

People Management

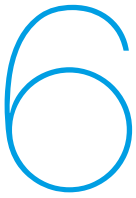
- Lead and manage senior staff in a major functional area or service grouping, developing them and raising their performance through mentoring and coaching.
- Motivate, assess, and reward senior employees as required under University policy.
- Provide a leading role, delivering through the delegation and management of others, both within and, where appropriate, outside of own direct line management areas, to ensure the sustainable delivery of Estates Operations.
- Be accountable for all teams within the remit of the role, developing and implementing strategies, plans, and policies.
- Ensure staffing levels are maintained to provide effective, efficient, and economic services.

Continual Improvement

- Lead continual review of functional quality and of external benchmarks to promote the best possible service.
- Develop, implement, monitor and/or review appropriate key performance indicators and service level agreements for the team, including financial efficiencies, operational effectiveness, and customer satisfaction.

Communication

- Undertake day to day interaction with people of any level, including internal and external stakeholders, representing the interests of the function/University.
- Any other reasonable duties.



Our Commitment to Equality, Diversity and Inclusion

We are proud to be a welcoming and inclusive environment which attracts staff and students from all over the world and from a diverse range of backgrounds, and continually strive to create a culture in which everyone in our community feels supported and valued and is able to achieve their full potential.

At work, we strongly believe that people are happier, enjoy their work more, and perform better in a place where everyone respects and understands the value of different people working together; everyone is treated fairly; and negative behaviours and attitudes are unacceptable and people feel supported to challenge these.

In recent years, Durham has embarked on a step change in our approach to EDI, over-hauling a wide range of our processes – from student admissions to staff recruitment, from pay and reward to progression and promotion – whilst also working hard across all that we do to improve behaviours so as to enhance the lived-experience of all of our staff and students.

We want our workforce to reflect the diversity of our staff and students from the regional, national and international communities that we serve.



Equality Objectives

Our equality objectives are designed to strengthen existing initiatives and align with actions planned to tackle inequalities and build diversity and inclusion across the university. Their purpose is to challenge the organisation to perform better on equality issues in key areas and improve the experience of people from underrepresented groups. Priorities reflect the needs of staff and students and support the strategic plans of the University. They are based on robust evidence and rendered measurable over time to mitigate risk, map changes and support action. Our objectives are to:

- Address gender inequality: To tackle discipline-specific gender imbalances in student and staff groups through recruitment and retention while supporting the career progression of female academic and professional staff. This includes reducing the gender pay gap and ensuring better representation in key areas of governance.
- Attract and retain a diverse community of staff and students: To improve the participation and attainment rates of students from disadvantaged groups, specifically those from Lower Participation Neighbourhoods, and underrepresented groups, specifically UK BAME students; to make a significant and consistent improvement in the recruitment, support, and progression of BAME academic and professional staff through targeted response to identified barriers; and to ensure the support and inclusion of disabled staff and students.
- Embed a culture of respect and inclusivity: To ensure a learning, teaching, and research environment which is accessible, inclusive, and respectful where all staff and students have the support and opportunities to be the best that they can be.

7

Research, Education and Student Experience

Excellence in Research

The goal of the University's Research and Engagement Strategy is to create and sustain world-leading and world-changing research and engagement across all our academic units.

The large majority of our academic staff are on research and teaching contracts with the expectation that they produce internationally leading research in their field. Developing the impact of research to benefit people, the economy and the environment – regionally, nationally and globally – is encouraged and rewarded through our promotions process.

Nineteen Durham University subjects are ranked in the World Top 100, with twelve in the World Top 50, according to the QS World University Rankings by Subject 2024 and we are consistently ranked as a top 10 university in national league tables.

Ninety per cent of Durham's research is also classed as world-leading or internationally excellent by the Research Excellence Framework (REF) 2021, with six Durham subjects in the UK top ten for the overall quality of their research including Geography (1st), Archaeology (2nd), Education (2nd), Classics and Ancient History (4th), Theology and Religion (8th) and Sport and Exercise Sciences (10th).

Our ten Research Institutes bring together staff to work collaboratively, across departments and with external partners, to develop new ways of thinking that contribute positively to societal challenges, such as preparing for natural hazards, developing cleaner energy, enhancing physical and mental well-being, and using artificial intelligence to interpret large datasets. Two Institutes based in Physics provide a national centre for research in Particle Physics Phenomenology (the IPPP) and a globally leading centre for Computational Cosmology (ICC).

We are proud of our research activities that contribute to delivering the United Nations' Sustainable Development Goals (SDGs). As examples, our researchers are studying the impact of climate change on animals and plants to help society manage ecosystems, the treatment of neglected tropical diseases through development of new drugs, and the eradication of unacceptable forms of labour through protection of workers' rights.



Examples of Our Research

Pioneering research in infant sleep safety

Our Anthropologists have revolutionised research into infant sleep safety and helped reduce rates of Sudden Infant Death Syndrome (SIDS).

The evidence-based advice they have provided to health professionals and parents has made a global impact, including in the official infant sleep safety guidance in the UK. Their research has substantially influenced the policy around co-sleeping national guidelines on infant sleep safety by demonstrating the close link to bed-sharing and breastfeeding.

Organisations in the UK and beyond, including Unicef, Public Health England, NHS Trusts, Lullaby Trust, La Leche League, the UK's Department of Health, National Childbirth Trust, NHS Choices, Scottish Maternal and Child Health Division, National Institute for Health and Care Excellence (NICE) and the Twins and Multiple Births Association, among others, have benefited from our experts' research.

Investigating the fate of the world's biggest ice sheet

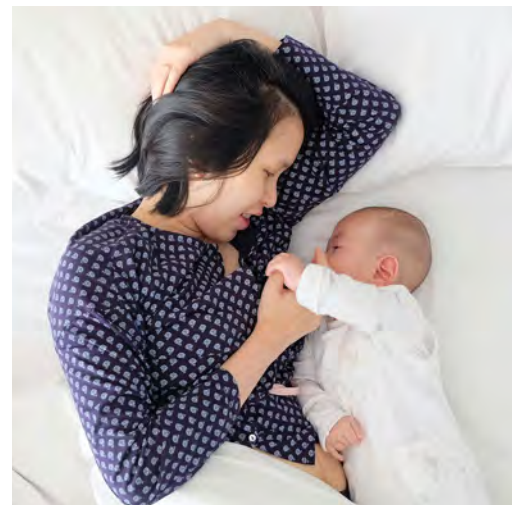
A study led by our Geography department has shown that the worst effects of global warming on the East Antarctic Ice Sheet (EAIS) could be avoided.

That depends upon temperatures not rising by more than 2°C above pre-industrial levels – the upper limit set by world leaders in 2015 under the Paris Agreement on climate change.

Staying below this limit would see the EAIS – which holds the vast majority of Earth's glacier ice – contribute less than half a metre to sea level rise by the year 2500.

But continued warming beyond the 2°C limit could potentially see the EAIS contribute up to five metres to sea-level rise in just a few centuries.

More information can be found at: <https://www.durham.ac.uk/research/current/research-news/fate-of-the-worlds-biggest-ice-sheet-is-in-our-hands/>



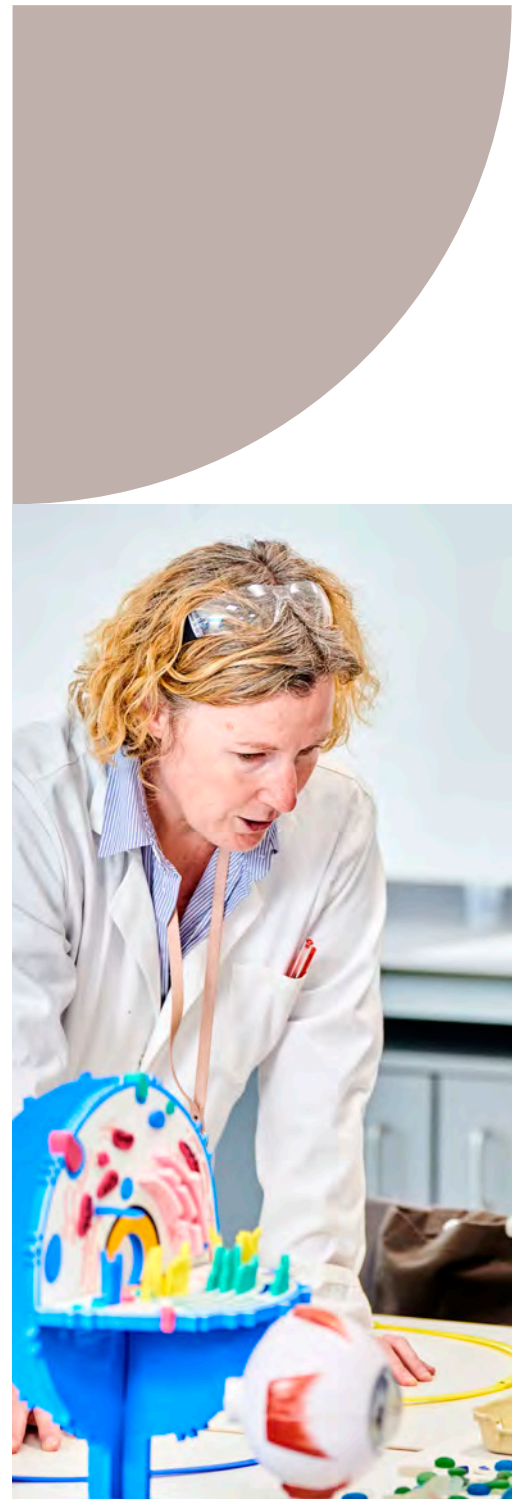
Discover more about our global research here: [Durham University Global Research Brochure 2024 by Durham University - Issuu](#)

Excellence in Education

We believe in education that is student-centred, challenges boundaries, is research-led and transformative, and takes advantage of the latest digital technologies. We welcome students from all backgrounds and offer a broad range of courses in the UK.

Through our courses, we explore the big questions at the heart of the discipline and keep students up to date with the latest developments. We continue to innovate within existing programmes and develop new and different options.

We hold a TEF Gold Award, a UK assessment of teaching quality, with reviewers commenting on our consistently outstanding teaching, learning and outcomes for our students. Our students and teachers benefit from state-of-the-art facilities such as our Teaching and Learning Centre (opened in 2019), which boasts a wide range of learning environments and technologies including an education laboratory where we develop new teaching and training methods.



Wider Student Experience

The Wider Student Experience at Durham is as important as the Academic Experience, both of these forming overlapping components of an overarching Integrated Student Experience. We have invested in our Wider Student Experience, an environment of enriching extra-curricular activities and high-quality student support. We aim to develop in our graduates four high-level outcomes of broader intellectual perspectives, enhanced personal effectiveness, enhanced wellbeing, and a sense of belonging and responsibility.

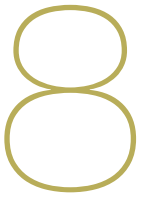
Our student support is provided by dedicated specialist teams across Counselling, Disability Support, Student Wellbeing and Community Engagement, and Student Conduct, alongside high-quality first-line support in Colleges and Departments. We are proud of our high retention rates, which are one of the best in the UK. Our student enrichment takes place across seven domains: Intellectual Enquiry; Active Citizenship; Wider Community Engagement; Sport and Wellbeing; Arts and Culture; Enterprise and Employment; and Building Communities. Overall, 85% of our students are involved in sport, music, theatre, volunteering or student enterprise.

We've been named Sports University of the Year in The Times and Sunday Times Good University Guide 2023 and have the country's largest sport participation programme. Durham houses over 30 unique theatre companies producing an average of 100 shows every year. We have over 80 student-led music societies, from auditioned to non-auditioned, classical to jazz, opera to barbershop, orchestral to a cappella, there's a group for everyone. Last year more than 2,500 students volunteered within the community, supporting over 500 initiatives, across the themes of culture, education, sport and wellbeing, environment and social action.

We also offer the Durham Inspired Award personal enrichment programme, providing students with opportunities to develop their broader skills; gain recognition for their contribution to student and community life through sport, the arts or volunteering; and understand better their strengths and responsibilities as global citizens.

More information can be found here:
<https://www.durham.ac.uk/colleges-and-student-experience/team-durham/news/sports-university-of-the-year-2023/>





Our Colleges

Durham has 17 unique Colleges.

No two Colleges are alike, with each celebrating the distinct achievements, strengths, values and architectural setting of its own community.

Student initiative and leadership within College communities is perhaps the greatest asset possessed by Durham's Wider Student Experience, with hundreds of College-based student societies providing thousands of opportunities for participation and positions of responsibility. Crucial to this success is the way in which Colleges combine students from all parts of the University in a shared living environment, and enable the transmission of positive values through vibrant and proud institutional cultures.

Student leaders in the Colleges are guided and mentored by College staff, led by their Principals, who are typically senior academics. College staff strive to ensure that their communities' cultures and values are positive and inclusive, as well as providing first-line student support, driving alumni engagement, and overseeing enrichment activity.

Our Colleges also support research activities through the provision of accommodation for visiting fellows and by welcoming both them and Durham's own academic staff into their Senior Common Rooms.



9

Engaging Our Communities

Durham University is rooted in its local communities and we are proud of the positive economic, social and cultural contribution that we make to Durham City, County Durham and North East England.

We believe that Durham University has something to offer all of our community, whether it's access for local and regional students to a world-class University on their doorstep, use of our excellent sports and cultural facilities and outreach programmes, or our extensive student and staff volunteering programme benefiting a wide range of local causes and organisations.

We present a wide variety of lectures, concerts and performances for the public and are a major partner in city events, including the Lumiere light festival, the Durham Book Festival, the Summer in the City arts festival and Durham City Run Festival.

We manage, with Durham Cathedral, the UNESCO World Heritage Site covering the area surrounding the Cathedral and the Castle (one of our student Colleges). Our other attractions include the Palace Green Library, the Museum of Archaeology, the Botanic Garden and the Oriental Museum.

We are committed to fostering a positive environment for all who live, work and study in Durham and we value and engage in open dialogue with partners, residents and others on how best to achieve this, together. We have established a Community Engagement Task Force to enable the University and partners to work together more effectively and contribute to local and regional service partnerships including the Durham City Safety Group, Durham Business Improvement District, Durham Area Action Partnership and the North East Local Enterprise Partnership.



10

Collaborative Partnerships – Global Durham

We value international collaboration as central to enhancing global knowledge and developing global citizenship. Our staff and students come from over 130 countries, creating an outward-looking, globally-minded and inclusive scholarly community.

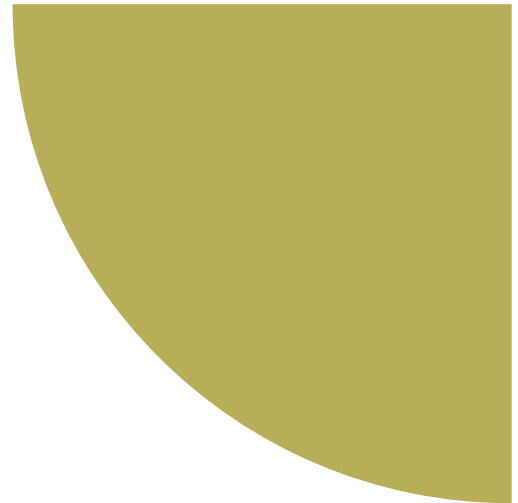
International partnerships are a core part of our vibrant research and learning communities. They help us make a difference and ensure our research makes changes to the way we live, solve complex industry challenges, and help our graduates begin and progress their careers.

As well as strategic partnerships with global companies such as IBM and Procter and Gamble, we also work closely with those based in the North East of England, including Durham County Council, Northumbrian Water, Stanley Black & Decker, and Atom Bank.

Guided by our Global Strategy, we are working to increase engagement with high-quality international peers, increase the proportion of high-quality international students studying at Durham and expand our study abroad and exchange offer.

We have established strategic partnerships with peer institutions across the globe. These include the Palace Museum in Beijing and the Chinese Academy of Sciences, Uppsala and Tübingen universities in Europe and Dartmouth College in the USA. We continue to develop our offer for our global alumni network, so that they see Durham as a source of continuing professional development and opportunities throughout their career and beyond.

We have established office bases in London, Delhi, Beijing and Shanghai and are planning to establish further offices in New York, Hong Kong and Brussels.



11

How to Apply

How to Apply

To progress to the assessment stage, candidates must evidence each of the essential criteria required for the role in the person specification. It will be at the discretion of the recruiting panel as to whether they will also consider any desirable criteria, but we would urge candidates to provide evidence for all criteria. Please don't forget to check if there is any weighted criteria (see above).

While some criteria will be considered at the shortlisting stage, other criteria may be considered later in the assessment process, such as questions at interview.

Submitting your application

What you need to submit;

- A CV
- A supporting statement or covering letter which outlines how you meet all of the criteria within the Person Specification.

Next Steps

For further information and details of how to apply for this significant appointment at the University, please visit: <https://www.dixonwalter.co.uk/opportunities/durham-director-estate-operations> or contact Mike Dixon at Dixon Walter on T: 07876 751896 or at E: mike@dixonwalter.co.uk

The closing date for applications is, Thursday 12th September.

GDPR: In making an application for this role we ask you to view Dixon Walter's [Privacy Notice](#) which outlines their compliance to General Data Protection Regulations and the use and storage of your data.

